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REPORT ON SALARIES OF NURSING DEANS 1982—1983

February 1983
Institutional Data System
American Association of
Colleges of Nursing



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REPORT
ON
SALARIES OF NURSING DEANS
IN
COLLEGES AND UNIVERSITIES

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INTRODUCTION

Summary

This report on the salaries of 272 chief administrative officers in baccalaureate and higher degree programs in nursing follows the publication of Nursing Faculty Salaries in January 1983. Salaries in both of these reports represent the fall of 1982. They constitute a fifth annual review of academic salaries in nursing which the American Association of Colleges of Nursing initiated in 1978-79. A map showing geographic regions is presented on page 19 followed by a list of participating schools beginning on page 20.

METHOD

Data Collection

An Institutional Data form (see page 17) provided a framework for classification and presentation of salary data for both faculty and deans. Thus, it was possible to examine the following as possible determinants of a dean's salary: the support category of the parent institution, location in a university or other collegiate setting, size of faculty, types of educational programs offered and regional differences. In addition, a one-page questionnaire sought information as to terms of the dean's appointment, educational background, and length of experience as a dean (see page 18).

Participating Schools

This 1982-83 Report on Salaries of Nursing Deans shows a 13 percent increase in the number of deans submitting data and is consistent with AACN's growth in membership during the past year. However, the reader may note that the number of schools upon which this report is based (272) is less than the number represented in the Report on Nursing Faculty Salaries (287) for the same period. Schools with a vacancy in the deanship at the time of data collection in the fall of 1982 were deleted; see statement on acting or interim deans on page 2.

There also are other internal differences between participants in the Report on Nursing Faculty Salaries and in this report. For example, it was possible to include three schools whose data arrived too late for the faculty salary report. Also included are a few new schools who were in the process of recruiting faculty and thus were unable to supply salaries for the earlier report. The dean/director, as the single faculty member, submitted institutional data and information about the dean's position. Finally, a few deans did not choose to participate in this phase of data collection, although they had supplied information on faculty salaries. Thus, although the format for listing the partici-

pating institutions beginning on page 20 is similar to the faculty report, the two sets of lists are not identical.

Acting or Interim Deans

The questionnaires from 17 schools indicated that the deanship was vacant at the time of data collection (September-October 1982). Two of these were schools with doctoral programs in nursing. Follow-up of responses indicated that acting or interim deans were faculty members serving as temporary replacements; in this capacity their salaries were more typical of faculty rank rather than chief administrative officers. Thus, salaries of acting or assistant deans were included in the Report of Nursing Faculty Salaries and do not appear in the analysis of deans' salaries in this report. However, the participation of schools with an acting/interim dean was acknowledged with an asterisk (*) in the list beginning on page 20 as evidence of the school's cooperation in AACN's salary survey. It should be noted also that several deanships which were vacant in the fall of 1982 have been filled by the date of publication of this report.

Since acting and interim deans were excluded from the tabulations, this report is based upon the salaries of 272 chief administrative officers in baccalaureate and graduate programs in nursing.

Definitions

Title

In this report the term dean is used in a generic sense with reference to the chief administrative officer in a school, college, department, or program in nursing regardless of local title. Table 11 will provide the variety of actual titles among the respondents and possible relationships to salary.

Academic Health Center

This frequently misunderstood or misinterpreted title refers to "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Whether situated on the same campus or separate campuses, each health school generally maintains separate identity and autonomy.

Salary Basis: Calendar Year

Salaries of deans were collected on either a calendar year or an academic year basis but, since the majority were in the former category, all salaries were converted to a calendar year basis for analysis and presentation. This conversion is done by multiplying academic year salaries by eleven-ninths to obtain equivalent calendar year salaries.

All tables in this report display salaries on a calendar year basis (only). For a dean whose salary is on an academic year basis, it would be expedient to multiply that salary by eleven-ninths before comparing with the tables which follow.

Computer Processing

All data from the deans' salary questionnaire were keypunched and entered into a computer system for processing, identifying each institution by an AACN code number. The file was then linked with institutional data in the AACN Institutional Data System. These combined data were sorted and tabulated in various ways to obtain the tables presented in the pages which follow.

Percentile Analysis

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75, and 90 percent of the salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile salary should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

RESULTS AND DISCUSSION

Table 1

Salaries of All Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1982-83	272	32,000	37,000	44,600	53,000	60,800
1981-82	240	30,100	36,000	42,800	50,500	57,300
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 1 presents salary data for the deans of nursing in the institutions participating in the 1982-83 salary survey. It also presents comparative data on size of the dean population and salaries for the previous four years. It should be noted that the population of deans has increased by 59 percent since the first survey in 1978-79; the percentage increase per year approximates increases in AACN's membership.

Comparisons of 50th percentile (median) salaries over the past four years show a slightly smaller increase (4.2 percent) in 1982-83 over 1981-82; the increase in 1981-82 over 1980-81 amounted to 5.9 percent. The largest yearly increase in deans' salaries (7.5 percent) occurred in 1979-80. On the positive side, it is important to note that the 1982-83 median salary for deans (\$44,600) is a 25 percent increase over 1978-79! It should be remembered that the same deans are not involved each year and that percentile salary data are affected by several factors. Turnover may result in a newly appointed younger or less experienced dean receiving less salary than one who retired; also, a school with high salaries may not have submitted data in a given year or vice-versa.

Table 2

Salaries for Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1982-83	196	32,400	39,600	46,400	55,800	63,000
1981-82	196	30,000	36,700	43,300	52,200	58,100

Table 2 limits comparison to schools which participated in both the 1981-82 and 1982-83 surveys with the same dean continuing in office. The median salary for this group of deans showed an increase of 7.1 percent. Examination of the difference in the median salary increase between Table 1 and Table 2 indicates that new deans at lower salaries adversely affected the rate of increase computed from Table 1. This is not a surprising finding, as one would expect that salaries of deans who continued in office would show greater increase than the total population of deans for a given year. The remainder of the tables in this report will be based only on data supplied by the 272 schools that participated in the 1982-83 survey.

It seems important to point out that many of the factors presented in the tables which follow that relate to salary are in fact related to each other as well. For example, deans of schools of nursing with doctoral programs have doctorates themselves, and these programs generally are located in large universities or academic health centers. Thus, the reader should be cautioned that statements such as "Deans with doctoral programs receive higher salaries," and "Deans in academic health centers receive higher salaries" are not independent statements. Data presented in this 1982-83 Report on Salaries of Nursing Deans show that the very great diversity in the characteristics of nursing programs and deans is reflected in a corresponding diversity in level of compensation. The report should be useful to each dean in evaluating the status of her or his salary in comparison with (1) salaries of other administrative personnel in the local institution and (2) salaries of nurse colleagues in comparable settings in other colleges and universities.

Table 3

Comparison of Calendar Year (equivalent) Salaries
for Deans on Academic and Calendar Year Basis

	N	10th	25th	50th	75th	90th
Academic Year Basis	50	32,100	34,800	41,100	46,700	52,800
Calendar Year Basis	222	31,900	38,000	45,300	54,800	63,000

Table 3 was new last year and is presented in response to interest on the part of membership. Colleges and universities make various plans for coverage of administrative responsibilities during the summer period. These depend upon what an institution defines as an academic year and the calendar for semesters, quarters or other time units under which it operates its various academic programs. Some deans have an option as to whether they wish an academic year or calendar year appointment; others do

not. Table 3 illustrates that a large majority of nursing deans (82 percent) are employed on a calendar year basis. Deans with academic year appointments are clearly compensated at a lower annual rate, even after adjusting the salaries to a calendar year basis. The difference of 10 percent between median salaries of the two groups would seem to relate the academic year deans to smaller institutions which may offer only a baccalaureate in nursing. The extent to which such deans seek other employment in the summer period is not known.

Table 4
Salaries of Nursing Deans by Region

<u>Region</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
North Atlantic	80	31,100	35,300	44,600	50,700	60,000
Midwest	79	31,500	35,000	43,500	51,100	60,900
South	88	34,100	40,100	45,800	55,800	63,000
West	25	28,700	40,600	51,500	57,700	69,100

Salary data for the four AACN regions are shown in Table 4. A review of 50th percentile salaries for the regions shows rather marked changes in position from 1981-82. The North Atlantic region, with the lowest median salary last year (\$41,500), has risen to third place with a median salary of \$44,600 matching the all-school median. The midwest's median of \$43,500 is lowest and shows the smallest increment from last year's median of \$42,000. The southern region, with the largest number of schools, has retained second place and the west, with only 25 schools reporting, retains the lead.

The regions are not homogeneous in the characteristics of the schools they include, and the regional differences are reflected in deans' salaries. For example, the majority of schools in the West are public universities, a high percentage are on academic health center campuses and five of the 22 schools reporting have doctoral programs in nursing. All of these characteristics are associated with higher salaries for deans, and it is likely that these attributes account for the higher compensation levels reported for the West.

In summary, increases in median salaries of deans in the four regions between 1981-82 and 1982-83 are as follows: Northeast 7.4 percent, Midwest 3.5 percent, South 2.6 percent and West 4.0 percent. A comparison with median salaries for 1982-83 in Table 1 shows that salaries in the southern and western regions exceed the all-schools median of 44,600.

Table 5

Salaries of Nursing Deans by Institutional Control

<u>Control</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
Public	156	35,700	41,800	47,800	56,000	61,800
Secular Private	47	31,800	36,000	45,000	60,000	65,700
Religious Private	69	28,500	31,900	37,000	44,300	50,000

Table 5 presents salaries of deans according to control of the parent institution. All three categories experienced an increase in number of member schools reporting over 1981-82. Public schools increased by 21, secular private by 8 and religious private schools by 3. Some interesting internal contrasts are apparent. At the median and lower levels, salaries are highest in public institutions, lower in secular private schools and lowest in religious private schools. However, at the 75th and 90th percentiles, secular private institution salaries are ahead of the others. Median salaries of deans in religious private institutions, which had increased by 6.8 percent between 1980-81 and 1981-82, dropped to an increase of 2.7 percent between 1981-82 and the present year 1982-83.

Table 6

Salaries of Nursing Deans in
Universities and Four-Year Colleges

<u>Parent Institution</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
University	192	35,100	41,800	48,400	56,500	63,000
Four-year College	72	29,700	31,900	35,500	42,800	46,300
Other	8	-	37,300	49,900	61,700	-

Data in Table 6 show that deans in schools of nursing which are situated on a university campus earn substantially higher salaries than deans of nursing in four-year colleges. This finding was largely true among faculty in AACN's 1982-83 survey but with less consistency than in the case of deans. Comparison of 1982-83 data with deans' salaries in four-year colleges in 1981-82 indicated a median increase of 7.5 percent which doubled last year's increase. A similar comparison between the median for deans' salaries in universities between the two years showed an

increase of 6.7 percent - a little above the increase in the all-dean median salary of 4.2 percent in 1982-83.

The "other" category in Table 6 represents nursing programs in specialized institutions of higher education, e.g., a free-standing medical college, a consortium or other "one of a kind" programs.

Table 7

Salaries of Nursing Deans in
Academic Health Centers

<u>Parent Institution</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
Academic Health Centers						
Same Campus	63	43,800	50,400	57,800	64,000	70,700
Separate Campus	7	-	47,700	50,000	52,500	-
Separate City	2	-	-	-	-	-
Other Universities and Colleges	200	31,200	35,000	42,100	48,000	54,800

The format of AACN's Institutional Data questionnaire was changed last year in an effort to secure more accurate data concerning a nursing school's relationship with an academic health center which existed in the same university. The internal breakdown of deans' salaries at academic health centers in Table 7 probably is not significant and would seem related to size of the nursing program, region or other factors. However, Table 7 provides a significant comparison between deans' salaries where the school of nursing is on the same campus with an academic health center or situated in other colleges and universities. The median salary for academic health center nursing deans increased by 7.6 percent over last year as compared to 5.5 percent in other colleges and universities.

Table 8

Salaries of Nursing Deans by
Programs Offered in the School

	N	10th	25th	50th	75th	90th
Baccalaureate Only	146	30,900	33,300	39,400	44,600	49,200
Master's Only	3	-	-	54,200	-	-
Baccalaureate, Master's	103	37,000	44,700	50,800	57,800	63,600
Master's, Doctoral	1	-	-	-	-	-
Baccalaureate, Master's, Doctoral	19	56,400	58,800	63,000	70,200	75,700

It is apparent from the data in Table 8 that the salaries of deans vary greatly with increased responsibility for advanced degree programs. However, the large number of schools which prepare students for the first professional degree, normally the baccalaureate, also have diverse characteristics depending on location, source of support, enrollment of R.N. students and the length of the program's existence. Schools which offer both baccalaureate and master's study are expected to recruit and maintain a higher ratio of doctorally prepared faculty; this need becomes more crucial for the schools which also have doctoral students enrolled. Although not specifically related to salaries, AACN has recognized need to explore and identify more specifically the preparation of faculty who teach master's and/or doctoral students.

In line with the policy explained on page 3, the reader of Table 8 is reminded that percentile salaries are not provided when the number of individuals is less than three.

Table 9

Salaries of Nursing Deans by Faculty Size

<u>Number of Faculty</u>	N	10th	25th	50th	75th	90th
0 - 10	67	30,700	32,500	37,800	43,900	48,600
11 - 20	75	30,900	34,800	42,000	46,200	50,700
21 - 30	39	35,000	39,800	44,400	52,600	65,000
31 - 40	28	34,700	43,700	48,100	51,400	58,600
41 - 60	48	47,700	51,200	56,800	61,200	65,000
More than 60	15	53,200	56,600	60,000	70,200	80,600

Table 9, which was new last year, shows the relationship of salaries for the chief administrative officer of nursing schools to the number of faculty for which they are responsible. The very strong and obvious positive relationship between compensation and organization size is in a sense very satisfying, because it is what one would expect for commercial, governmental or academic institutions of any kind. Many factors are significant in describing a deanship, but faculty size would probably be the best single measure of comparability of positions. One should point out that even within the size groupings, variables other than faculty size could affect the dean's salary. For example, a school with only a graduate program might have ten highly prepared experienced faculty who would merit higher salaries than Table 9 would indicate.

Table 9 also would seem to have significance for nursing education beyond the relationship of salaries to faculty size. The statement on participating schools on page 1 noted a 13 percent increase in the number of member schools over 1981-82. The size of faculty shown in Table 9 points to the fact that the number of small schools in AACN's membership has been increasing. As was the case last year, approximately one-half of the participating deans represented institutions with a nursing program in which less than 20 nursing faculty were employed. It is too soon to determine the extent to which an increase of small and/or new schools in AACN membership is related to the marked "transition" admittedly taking place in nursing education. AACN will continue to monitor the many educational and societal forces which are involved and will provide further information on enrollment/graduations later in the year.

Table 10

Salaries of Nursing Deans by Type of Highest Degree

<u>Highest Degree</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
D.N.S. or D.N.Sc.	13	34,800	36,900	43,500	48,500	50,500
Ed.D.	92	32,900	39,900	48,000	55,800	63,100
Ph.D.	126	32,400	38,400	44,900	54,300	62,500
D.P.H. or Dr.P.H.	4	-	-	56,800	-	-
Other Doctorate	2	-	-	-	-	-
Nursing Master's	33	26,800	31,800	34,400	39,100	46,400
Other Master's	2	-	-	-	-	-

A total of 237 deans, 87.1 percent of those reporting in the 1982-83 survey, held an earned doctorate, approximately the same proportion as last year. It should be noted that AACN's data show that the percentage of doctorally prepared deans has not changed significantly in the last two years. However, the above percentage compares favorably with the first year of AACN's data collection in 1978-79 when a total of 142 deans (83 percent) were in the doctoral category.

Comparison of the type of doctoral degree reported in the 1978-79 survey also is of interest. In that year Ed.D. degrees comprised 50 percent of the doctoral degrees with Ph.D.'s accounting for 44 percent; corresponding figures for 1982-83 are 39 percent and 53 percent. The percentage of deans reporting professional degrees in nursing (D.N.Sc. or D.N.S.) was 4 percent of the total group reporting in 1978-79 and 5 percent in 1982-83. At the present time AACN lacks complete data on the major field of study of deans who have earned the Ph.D. degree. A question seeking this information will be added to the dean's questionnaire next year. This has assumed special importance since two-thirds of doctoral programs which have been established in AACN schools offer a Ph.D., presumably in nursing. However, the recency of some of these programs and time necessary for completion of doctoral study means that data collection from this source necessarily will be slow.

The number of deans whose highest educational credential was a master's degree increased from 12 to 14 percent; the large majority had a master's in nursing. As would be expected, a large number of deans in the master's category indicated that doctoral study was near completion. A question as to probable completion date may be included in next year's survey.

Table 11

Salaries of Nursing Deans by Title

<u>Title</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
Dean	150	39,800	44,500	50,000	58,600	65,000
Director	36	28,800	33,800	39,100	44,600	51,600
Chair	78	30,000	32,100	36,000	42,000	49,300
Other	8	-	35,400	40,600	45,800	-

Table 11 indicates clearly that the title of dean is associated with the highest levels of salaries. However, it seems likely that whatever title is held by the chief administrator in a nursing program is determined by the pattern of titles (and salaries) which prevail in the parent institution. For example, included

under "other" are a few chief academic nurse administrators who have the title of associate dean since that describes a category for a chief administrative group in their academic setting and equates with top level positions in other institutions. Distribution of titles in this report did not change significantly from 1981-82.

Table 12

Salaries of Nursing Deans by Rank

<u>Academic Rank</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
Professor	190	36,100	42,400	48,800	57,300	64,000
Associate Professor	65	30,300	31,700	35,600	42,600	48,800
Assistant Professor	13	26,800	30,200	32,500	38,100	40,400
No Academic Rank	4	-	36,400	38,600	42,500	-

Table 12 indicates that 70 percent of the deans held the rank of professor, slightly less than last year. The difference likely is related to newer, less experienced deans or those who have recently completed doctoral preparation. Policies concerning levels of academic rank may differ considerably by educational institution; as was the case last year four deans reported no academic rank. This again would seem a matter of institutional policy with no adverse reflection on nursing.

Table 13

Salaries of Nursing Deans and Tenure

<u>Tenure Status</u>	<u>N</u>	<u>10th</u>	<u>25th</u>	<u>50th</u>	<u>75th</u>	<u>90th</u>
With Academic Tenure	181	32,600	42,000	49,000	56,600	63,000
Without Academic Tenure	91	30,600	33,400	37,900	44,000	49,200

Table 13 indicates that 181 or 66 percent of the deans in the 1982-83 survey held academic tenure - as compared to 70 percent last year. Although further analysis of the schools where deans lack tenure has not been done, there is some evidence that the majority of these are smaller private institutions that do not operate a tenure system. Also, institutional policy probably governs the eligibility of a new dean for tenure status. The

relationship of either of these conditions to salary status has been discussed at various points in this report.

Table 14

Length of Administrative Term of Nursing Deans

<u>Length of Term</u>	<u>N</u>
No fixed term	203
2 years	7
3 years	40
4 years	8
5 years	12
6 or more years	2

Table 14 bears no direct relationship to salary but is included as a matter of interest. Responses to the question on length of administrative term, which reflects institutional policy rather than nursing per se, have been rather consistent over a three year period. It is apparent that three-fourths of the total number have no fixed term. Where terms in the office of deans exist, 12 percent reported a three-year term.

Table 15

Number of Deans Elected by Nursing Faculty

<u>Region</u>	<u>Elected</u>	<u>Not Elected</u>
North Atlantic	18	62
Midwest	11	68
South	6	82
West	4	21

As was the case with Table 14, the data on election of the dean bear no relationship to salary. The information is included because of interest on the part of deans, particularly with regard to changing trends. AACN's data show that election is the practice in a very small number of schools amounting to 14 percent of the 1982-83 respondents. Changes since this question was added three years ago have been very slight. The colleges and universities where deans are elected include all types: public and private, large and small institutions.

Table 16

Formal Review of Dean's Performance

<u>Kind of Review</u>	<u>N</u>
Internal Review	134
Internal and External Review	22
No Review	115
No Response	1

Table 16 shows how the dean's performance is evaluated in responding institutions. It was included for the first time last year in response to growing interest in nursing education (as elsewhere in academia) about the manner in which the performance of deans in colleges and universities was being reviewed. A few changes have occurred this year which, while not conclusive, are in the direction of more attention to the review process; the number reporting an internal review increased by 20 percent and those having both an internal and external review by 3 percent. Combining schools which reported both types of review showed that 57 percent were in this category in 1982-83 as compared to 52 percent in 1981-82.

FIGURE 1: LENGTH OF TIME IN CURRENT POSITION

Figure 1 illustrates the length of time in which the nursing deans in this survey have been in their present positions. It seems significant that approximately one-half of the group (57 percent) have served for three years or less, and one-fourth have served for one year or less. However, the number of new schools which have become members of AACN in the past year would be expected to affect the less experienced group. The median period of time in the current position for the group as a whole is three years as compared to four years in 1980-81.

FIGURE 2: TOTAL YEARS OF EXPERIENCE AS A DEAN

Figure 2 shows that many deans have had previous experience as chief administrative officers in a nursing program. The median number of years of combined experience in deanships for the group as a whole is 4 years; it was 5 years in 1981-1982. This year there are 68 deans (25 percent) with more than ten years of experience as chief administrative officers in baccalaureate or masters programs in nursing.

FIGURE 1: LENGTH of TIME in CURRENT POSITION

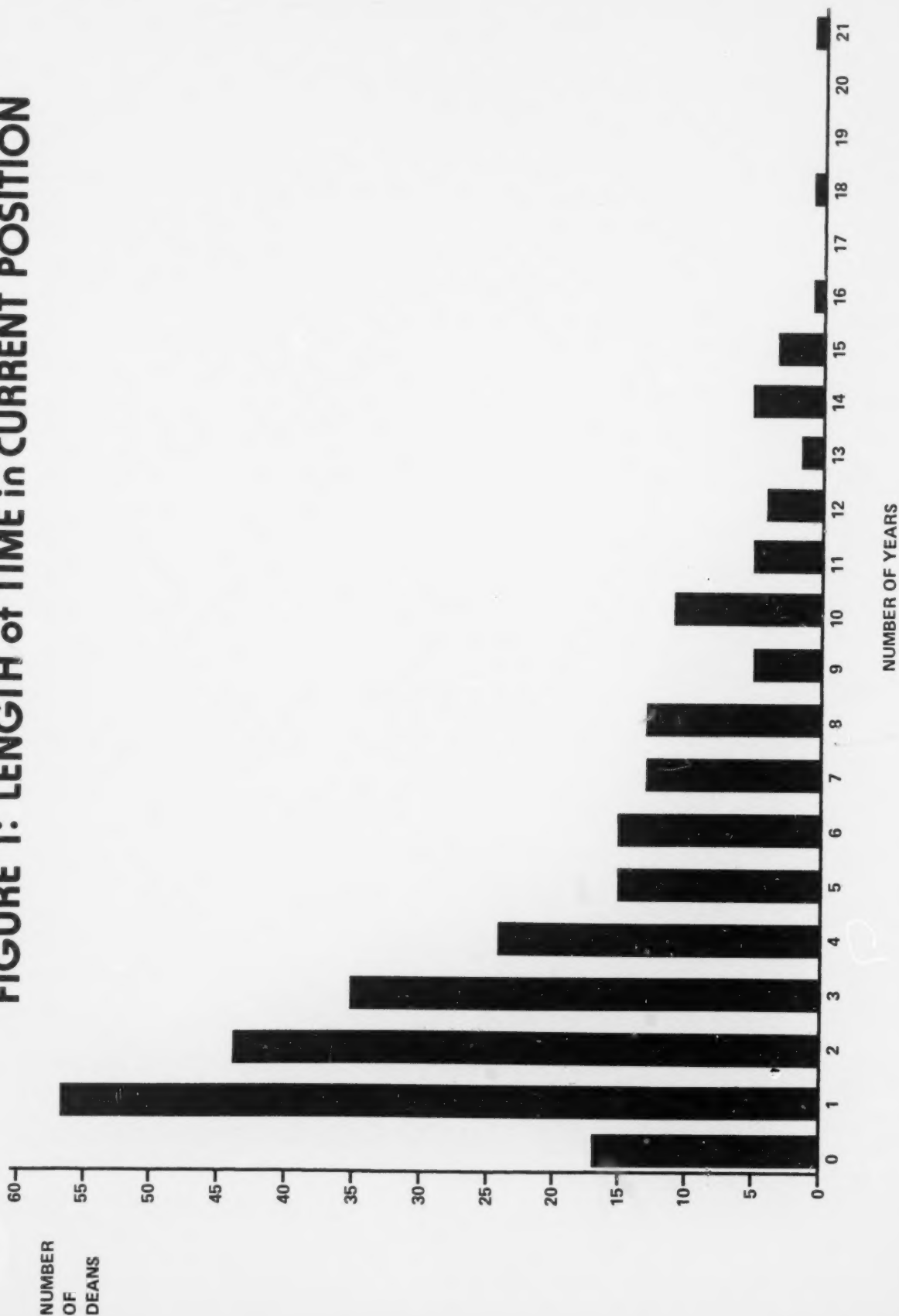
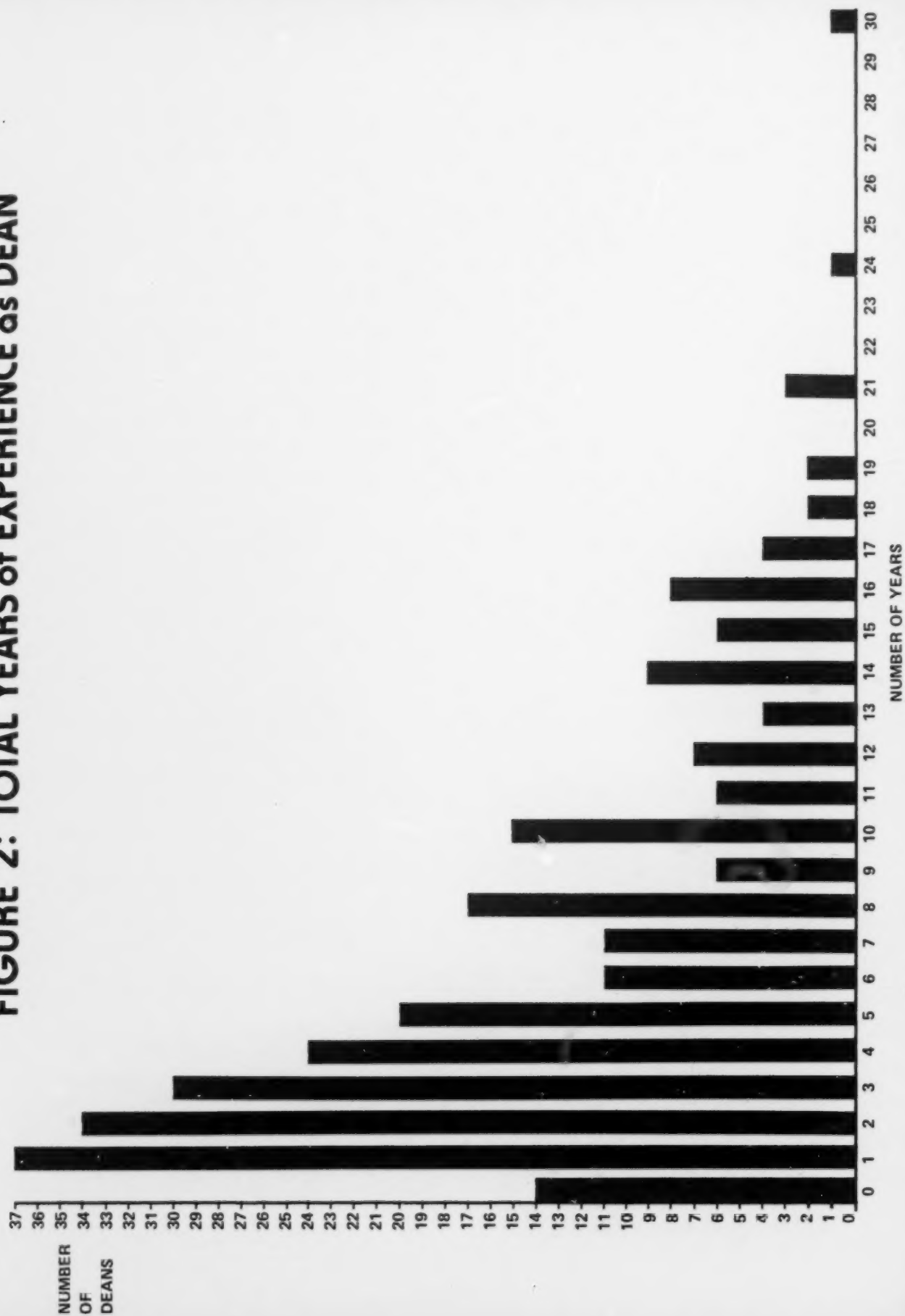


FIGURE 2: TOTAL YEARS of EXPERIENCE as DEAN





American Association of Colleges of Nursing

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1982-83 AACN SURVEY INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
A university _____ A four-year college _____
Other _____ (Specify) _____
4. The salary basis for nursing faculty is: (please check one)
Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
5. Number of nursing faculty: Full-time

 Part-time

 (See instructions on reverse)
6. Academic programs offered:
baccalaureate
 generic _____
 RN _____
masters _____
doctoral _____
assoc. degree _____ If you have an associate degree program, see instructions on reverse.
7. Availability of **special programs** for college graduates from other fields who are not registered nurses. (Check whatever applies.)
____ Leading to a baccalaureate in nursing
____ Leading to a master's in nursing.
____ No such programs are available. (See instructions on reverse.)

Questions 8 and 9 relate to **generic programs only**

8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. When is the **first course** taught by **nursing faculty**?
Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
Clinical: Freshman year _____ Sophomore year _____ Junior year _____

10. Enrollment and graduation data:
Please leave no blanks. Fill unneeded
blocks on the left with zeros.

Count only nursing students in the spaces below.

	Fall 1982				Fall 1982				1981-82			
	Full-time Students				Part-time Students				Graduations During 1981-82 Academic Year			
Baccalaureate: Generic												
R.N.												
Graduate: Masters												
Doctoral												

Signature of Dean or Director _____



American Association of Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1982-83 AACN SURVEY

DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. **TITLE:** (check one)

Dean _____ Director _____ Chair _____ Acting Dean _____ Other _____ (specify)
(an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. **RANK:** (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____

3. **TENURE:** (academic) yes _____ no _____

4. **TERM:** (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)

No fixed term _____ 2 yr _____ 3 yr _____ 4 yr _____ 5 yr _____ 6 or more yr _____

5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)

Yes, internal within the institution _____

Yes, internal and external _____

No _____

6. **ELECTION:** Is it the policy of your institution for deans to be elected by the faculty? yes _____ no _____

7. **SALARY**

--	--	--	--	--	--

 (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

8. **SALARY BASIS:** (check one) Academic year _____ Calendar year _____

9. **TIME IN DEANSHIP:** Present school

--	--

 years. Other school(s)

--	--

 years.

10. **HIGHEST DEGREE** (check only the highest earned degree)

Doctorate

D.N.S. or D.N.Sc. _____ Ed.D. _____ Ph.D. _____ (specify field) _____

D.P.H. or DR.P.H. _____ other _____ (specify field) _____

Masters

Nursing _____ other _____ (specify field) _____

NOTE: The reverse side of this form provides opportunity to supply salary data on administrative faculty other than the Dean/Director.

Signature of Dean or Director _____



Report on Salaries of Nursing Deans Schools Participating by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg State College
Bloomsburg, Pennsylvania
City College of New York
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
* Hunter College of CUNY-Bellevue
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
Kean College of New Jersey
Union, New Jersey
Pennsylvania State University
University Park, Pennsylvania
Rutgers, The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
SUNY/College at Brockport
Brockport, New York
SUNY/College at New Paltz
New Paltz, New York
SUNY/College of Technology
Utica, New York
SUNY/Downstate
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Temple University
Philadelphia, Pennsylvania
Trenton State College
Trenton, New Jersey
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Massachusetts - Boston
Boston, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont
University of the District of Columbia
Washington, D.C.
Worcester State College
Worcester, Massachusetts

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
Boston University
Boston, Massachusetts
Colby-Sawyer College
New London, New Hampshire

Private (Secular)

College of Mount St. Vincent
Riverdale, New York
Columbia University
New York, New York
Columbia University, Teachers College
New York, New York
D'Youville College
Buffalo, New York
Daemen College
Amherst, New York
Elmira College
Elmira, New York
Fairleigh Dickinson
Rutherford, New Jersey
Hartwick College
Oneonta, New York
Long Island University-Greenvale
Greenvale, New York
MGH Institute of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
Monmouth College
West Long Branch, New Jersey
* New York University
New York, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Quinnipiac College
Hamden, Connecticut
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
* Skidmore College
New York, New York
Syracuse University
Syracuse, New York
Thiel College
Greenville, Pennsylvania
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
Widener University
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

Private (Religious)

Boston College
Chestnut Hill, Massachusetts
Carlow College
Pittsburgh, Pennsylvania
College Misericordia
Dallas, Pennsylvania

NORTH ATLANTIC STATES

Private (Religious)

College of Our Lady of the Elms
Chicopee, Massachusetts
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Pelician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
La Roche College
Pittsburgh, Pennsylvania
Lycoming College
Williamsport, Pennsylvania
Messiah College
Grantham, Pennsylvania
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania

Niagara University
Niagara University, New York
Saint Peter's College
Jersey City, New Jersey
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
University of Scranton
Scranton, Pennsylvania
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
* Chicago State University
Chicago, Illinois
Cleveland State University
Cleveland, Ohio
Eastern Michigan University
Ypsilanti, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Med. College of Ohio School of Nursing
Toledo, Ohio
Michigan State University
East Lansing, Michigan
* Northeast Missouri State University
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
Ohio State University
Columbus, Ohio
Ohio University
Athens, Ohio
Purdue University
West Lafayette, Indiana
Sangamon State University
Springfield, Illinois
South Dakota State University
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
Univ. of Minnesota/Sch. of Public Health
Minneapolis, Minnesota
University of Akron
Akron, Ohio

University of Minnesota
Minneapolis, Minnesota
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Missouri
St. Louis, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
* Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio
University of Cincinnati
Cincinnati, Ohio
* University of Illinois/Medical Center
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan

Private (Secular)

Aurora College
Aurora, Illinois
Bishop Clarkson
Omaha, Nebraska
Bradley University
Peoria, Illinois

MIDWESTERN STATES

Private (Secular)

Case Western Reserve University
Cleveland, Ohio
Franklin University
Columbus, Ohio
Graceland College
Lamoni, Iowa
Northwestern University
Chicago, Illinois
Ohio Wesleyan University
Delaware, Ohio
Rush University College of Nursing
Chicago, Illinois

Private (Religious)

Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
Avila College
Kansas City, Missouri
Capital University
Columbus, Ohio
College of Mount St. Joseph
Mount St. Joseph, Ohio
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
Edgewood College
Madison, Wisconsin
Elmhurst College
Elmhurst, Illinois
* Goshen College
Goshen, Indiana
Hope/Calvin Colleges
Holland, Michigan
Illinois Wesleyan University
Bloomington, Illinois

Indiana Central University
Indianapolis, Indiana
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Marymount College
Salina, Kansas
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
* St. Xavier College
Chicago, Illinois
The College of St. Catherine
St. Paul, Minnesota
Trinity Christian College
Palos Heights, Illinois
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
* Valparaiso University
Valparaiso, Indiana
Xavier University
Cincinnati, Ohio

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Arkansas State University
State University, Arkansas
Auburn University
Auburn University, Alabama
Auburn University at Montgomery
Montgomery, Alabama
* Bowie State College
Bowie, Maryland
Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
Delta State University
Cleveland, Mississippi
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A&M University
Tallahassee, Florida

Florida Atlantic University
Boca Raton, Florida
* Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia College
Milledgeville, Georgia
Georgia Southern College
Statesboro, Georgia
Georgia State University
Atlanta, Georgia
James Madison University
Harrisonburg, Virginia
Langston University
Langston, Oklahoma
Louisiana State University
New Orleans, Louisiana
McNeese State University
Lake Charles, Louisiana
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina

SOUTHERN STATES

Public

Mississippi University for Women
Columbus, Mississippi
Murray State University
Murray, Kentucky
North Carolina Central University
Durham, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern State University
Shreveport, Louisiana
Old Dominion University
Norfolk, Virginia
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Southwestern Oklahoma State University
Weatherford, Oklahoma
Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech. University
Lubbock, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
Univ. of North Carolina-Wilmington
Wilmington, North Carolina
University of Alabama
Birmingham, Alabama
University of Alabama
Huntsville, Alabama
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Alabama
Florence, Alabama
University of North Carolina
Chapel Hill, North Carolina
University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
University of North Florida
Jacksonville, Florida
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
Rio Piedras, Puerto Rico
University of South Alabama
Mobile, Alabama
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Tennessee
Knoxville, Tennessee

University of Tennessee
Memphis, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
University of Texas-Galveston
Galveston, Texas
University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Texas-Tyler
Tyler, Texas
University of Virginia
Charlottesville, Virginia
University of West Florida
Pensacola, Florida
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Kentucky University
Bowling Green, Kentucky

Private (Secular)

Duke University
Durham, North Carolina
Hampton Institute
Hampton, Virginia
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, Florida
* Vanderbilt University
Nashville, Tennessee

Private (Religious)

Barry University
Miami Shores, Florida
Baylor University
Dallas, Texas
College of Notre Dame of Maryland
Baltimore, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
Harding University
Searcy, Arkansas
Incarnate Word College
San Antonio, Texas
Mississippi College
Clinton, Mississippi
Oral Roberts University
Tulsa, Oklahoma
Queens College
Charlotte, North Carolina
Texas Christian University
Fort Worth, Texas

WESTERN STATES

Public

- Arizona State University
Tempe, Arizona
- California State College
Bakersfield, California
- California State University
Los Angeles, California
- California State University
Sacramento, California
- Intercollegiate Center for Nursing Educ.
Spokane, Washington
- * Lewis-Clark State College
Lewiston, Idaho
- Montana State University
Bozeman, Montana
- Oregon Health Sciences University
Portland, Oregon
- San Diego State University
San Diego, California
- * San Jose State University
San Jose, California
- University of Alaska
Anchorage, Alaska
- University of Arizona
Tucson, Arizona
- University of California
San Francisco, California
- University of Colorado
Denver, Colorado
- * University of Hawaii at Manoa
Honolulu, Hawaii
- University of Nevada -
Reno, Nevada

- * University of New Mexico
Albuquerque, New Mexico
- University of Northern Colorado
Greeley, Colorado
- University of Utah
Salt Lake City, Utah
- University of Washington
Seattle, Washington
- University of Wyoming
Laramie, Wyoming

Private (Secular)

- University of Denver
Denver, Colorado
- University of Southern California
Los Angeles, California
- Westminster College
Salt Lake City, Utah

Private (Religious)

- Loma Linda University
Loma Linda, California
- Seattle University
Seattle, Washington
- University of Portland
Portland, Oregon
- University of San Diego
San Diego, California
- University of San Francisco
San Francisco, California